

IBEW Local 53 and the City of Independence Power & Light Department agree to execute the below Letter of Understanding upon agreement and ratification of the current contract negotiations taking place at the date of this document:

**International Brotherhood of Electrical Workers
Local 53**

City of Independence Power & Light Department

By: _____

By: _____

Date: _____

Date: _____

LETTER OF UNDERSTANDING

between

IBEW LOCAL #53

and

CITY OF INDEPENDENCE MISSOURI Power & Light Department

It is understood by the above-referenced parties that the following Retention Incentive bonus shall be paid to all job classifications required to have Journeyman Lineman credentials by the City of Independence Missouri Power & Light Department/IBEW Local 53 bargaining unit and as of the effective date of this LOU shall be in effect.

“The City will issue a lump sum retention incentive in the amount of \$4000 to all employees in job classifications requiring Journeyman Lineman credentials during the first full pay period in May and November 2022, and again during the first full pay period in May and November of 2023. In order to receive these retention payments, employees must be working in a covered position at the end of each retention period (April 30 or October 31, as applicable) and must have held a covered position and been actively working in the position for at least three of the preceding six months.”

CITY OF INDEPENDENCE MO
Power & Light Department

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL #53

By: _____

By: _____

Date: _____

Date: _____

IBEW Local 53
Bargaining Unit member

CITY OF INDEPENDENCE MO
CITY MANAGER

By: _____

By: _____

Date: _____

Date: _____